



The Az POST *Newsletter*

Arizona Peace Officer Standards and Training Board

June 2002

Volume XII No. 1

Allocation

It's BAAACK!!!

Assuming there is no change in POST's funding mechanism and the POTF fund balance remains intact, allocation funding will make a return in FY 2002/03. It is unknown at this time exactly how much money can be committed, but it will be funded as a budget package with everything else.

For those who do not have enough grey in your whiskers to remember what allocation funding is, we offer the following explanation:

- A fixed amount of the budget is committed to allocation funding. It is broken up into two allocated amounts; 1) a \$\$ amount per agency and 2) a \$\$ amount per officer. An example would be \$900 per agency and \$15 per officer. For an agency that had 25 officers this would create an account of \$1275. As always, POTF funding can only be used for sworn personnel.
- The funds can be used for police training for any level personnel, officer/deputy to executive. The training must be real training. Expositions, exhibits, conferences where there are mostly meetings and little training would not qualify.

See Allocation page 5

Maintaining the Standard

GETTING PAST THE SMOKE AND MIRRORS TO FIND THE TRUTH®

Every person who applies for a job opening wants to portray themselves in a positive manner, it's human nature. Some applicants will do this by minimizing information about their employment history or their criminal history. It would be easy for any background investigator to take an application filled out by an applicant, review it for completeness and to see if there are any glaring issues, and then accept the information as being accurate and truthful. However, taking this attitude may eventually come back to bite you and potentially cause the hiring agency some embarrassment, wasted

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Meet your Arizona POST Board



Sgt. Gary Eisenga

Sergeant Gary Eisenga was appointed as a member of the AZ POST Board in May 2000. I am honored and excited about the opportunity to serve as a Board member, Gary stated. "I enjoy being a part of an organization that

strives to make our profession better by setting and maintaining high standards for training and integrity. Since being selected as a Board member, I have had the opportunity to meet several fine officers throughout the state and discuss issues and ideas with them." The Board meets monthly and travels twice a year; Flagstaff in July (Pow Wow) and Sierra Vista in March (Law Enforcement Association Conference). Gary enjoys traveling with the Board and being able to meet new people and discuss the varied duties of the Board.

Sergeant Eisenga has been with the Cottonwood Police Department since January 23, 1995. He was promoted to sergeant in December 2000. Gary is currently assigned as one of the dayshift patrol supervisors, and he also is the training coordinator for the department. He has worked as a bicycle patrol officer and as a School Resource Officer (SRO) at Mingus Union High School.

In August 1997 Sergeant Eisenga was selected to be a member of the Class XIV of the Center for Rural Leadership (Project CentRL) educational training program. This is a two-year program through the University of Arizona and the Center for Rural Leadership. Through Gary's internship with Project CentRL, he became involved with starting a Boys and Girls Club in Cottonwood. He

See Eisenga Pg. 3



Message From the Executive Director

“First, Do No Harm - A guiding principal?”

Tom Hammarstrom

Primum, non nocere (first do no harm) has been a guiding principal of the medical profession for hundreds of years. It reminds a physician of his or her responsibility to ensure that whatever they do, they should not make a patient's condition worse. It is a solid principal, and one we have followed in much of what we do as law enforcement professionals.

An obvious example is in how we respond to traffic scenes. We position our vehicles strategically and put out cones or flares in a manner intended not only to protect the scene, but also to ensure that our presence doesn't make it more dangerous. We have trained ourselves to be sensitive when dealing with victims of crime so that our behavior doesn't contribute to the persons victimization. There are other ways in which peace officers practice “Primum, non nocere,” but I can't say that it is a guiding principal of the law enforcement profession. Perhaps we should consider making it one.

As I think back over my many years in this business, I recall a number of incidents where an officer's approach or attitude (in some cases my own) may have determined a citizen's negative or combative response when a different approach would have resulted in a much more satisfactory outcome. Sometimes it is just a matter of routine - it may be the tenth citation an officer has written that day, but it is the first one the citizen has received in ten years. Certainly, the intensity of the officer/citizen contact is almost always higher for the citizen than the officer. We should probably admit that sometimes it is simply our own ego that leads to trouble.

It seems that as we have taught ourselves how to survive on the street, we have in some measure lost sight of the fact that officers can be vigilant, tactically correct, aware of their surroundings, and ready to react to trouble without presenting themselves to the public as gunslingers. “Condition yellow” as taught in many officer survival programs does not require that an officer appear as if he or she is looking for a fight.

As law enforcement continues to develop as a profession, one measure of progress should be our expanding professional expertise in crisis prevention and intervention. A logical first step is training ourselves not to contribute to the crisis we seek to prevent.

The Az POST *NEWSLETTER* is a publication of the:

Arizona Peace Officer Standards and Training Board

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Executive Director
Tom Hammarstrom

STAFF PROFILE

ROSALEE FITCH ***Distance Learning Training Specialist***



Rosalee Fitch

Rosalee transferred to AZ POST in December of 1993 from the Human Resources department of the Department of Public Safety and got her start working with AZ POST volunteers. This position led to deeper involvement in the In-Service training function where she originally assisted with both the In-Service Calendar training and the Distance Learning Telecourse training program. The success of the Distance Learning program grew and she was soon devoting herself full-time to that program.

“Distance learning is part of the overall strategy for training law enforcement officers throughout the state”, she explains. “It is an effective means of communicating a consistent message over a broad geographical area while bringing high quality training within commuting distance to each officer everywhere in the state.”

“We offer four to seven telecourse programs each year which are broadcast from the television studio of the Northern Arizona University and are down-linked to over 85 sites through out the state,” she says, “and that number of sites is almost two and a half times the number we started with, so it is obvious that the program just continues to gain in popularity.”

“Many of the smaller agencies,” she continues, “are especially grateful for this type of training. It lets them get the training they need and yet minimize their costs and most importantly, the time the officer has to be away from the street.”

The most exciting part of her job, she says, is the development and coordination of the Subject Matter Expert groups who establish learning objectives and determine program content for the Distance Learning programs. The skills developed in her sixteen year Human Resource career aid her in working with a wide variety of people. Although the basics of program development are the same, she says, “each group is different...they interact differently, plus each member brings his or her own passion about the subject we are discussing to the mix. I learn something new each time...it’s great!”

“My only complaint, if you could call it a complaint,” she continues, “is that the topics we cover, from child and elder abuse, to domestic terrorism to weapons of mass destruction aren’t always the easiest to face. But however I feel about it,” she ends, “I am always left with only the deepest admiration for those who have to deal with these issues every day and can only hope that something I do in my job helps them do theirs.”

Did You Know???

As of May 1, 2002 the AZ POST ***Peace Officer Employment & Training*** (POET) database reports **13,454** Regular and Reserve officers employed by **166** agencies.

BASIC TRAINING UPDATE

Model Lesson Plans & Comprehensive Certification Exam

We are beginning to distribute the long awaited final versions of basic academy model lesson plans. When completed, the project will provide a basic set of approved lesson plans which may be used in every academy. Academy commanders will have the option of utilizing the approved plan, or submitting for approval a plan tailored to the specific need of his or her program.

The model lesson plan project goes hand in hand with the creation of the Arizona POST Certification Examination which we are currently validating through a long and arduous pilot program. So far the examination has been administered to 548 cadets representing most of the state’s basic academies. In the eighteen “pilot tests” administered so far, the average score has been 77.98% which is a good indication that we are headed in the right direction. While there are still numerous adjustments to be made, we are confident after those are in place the average score will be well up into the high 80’s. So far, of the 548 cadets who have taken a pilot test, 91% have passed on the first try. We are sure that the success ratio will be substantially better once the test is fully validated.

The actual procedures for administration of the exam are yet to be determined, and will be established with substantial input from you, our customers, when the validation process is complete. Issues such as remediation and retake policy are among the questions to be answered.

Eisenga - Continued from Pg. 1

served as a member of the founding Board of Directors through December 1998. Gary also spends his off-duty hours as the vice-president of the local Fraternal Order of Police, Verde Valley Lodge #52 and as a member of the American Legion, Post #25.

Gary and his wife, Joyce, have been married 12 years. They have a nine-year-old daughter, Jillian. When he has any spare time, Gary enjoys spending time with his family, working out, and riding his motorcycle. Gary holds an AAS in Apprenticeship Trades from Lane Community College and is currently attending business classes at Yavapai College.

expenses, time delays in hiring a replacement and civil liability for negligent hiring.

How does a background investigator protect against these possible pitfalls and ensure that the person they are hiring meets AZ POST minimum standards as well as the hiring agency's standards? While there is no foolproof way to absolutely ensure that the applicant you are considering for hire is as golden as they appear at first glance, there are ways to conduct a background investigation that will assist you in looking beyond the smoke and mirrors that the applicant may have used in order to paint themselves in a good light.

AZ POST Compliance Specialists have a very unique job that allows them to review background investigations from virtually every law enforcement agency within Arizona that employs a certified peace officer. As a result, we are exposed to all sorts of background investigation techniques. Some investigators conduct what is referred to as a bare necessity investigation just to meet the AZ POST standards. While these investigations may result in the hiring of a successful, well qualified police officer, there will be the occasional applicant who slips through the cracks. This is usually discovered through an AZ POST audit or when the applicant leaves the initial hiring agency in order to pursue a career with a different law enforcement agency.

One of the more effective ways to obtain truthful information from an applicant is by virtue of a one-on-one review of the AZ POST Personal History Statement and Application for Certification. Many agencies have resorted to this technique with great success and have significantly reduced their time spent on applicants that did not meet the agency or AZ POST standards. Generally, the hiring agency has the applicant review a statement concerning the issue of honesty during the application process. The applicant is then given the AZ POST Personal History Application and told to take it home to complete in detail.

Once the applicant returns the form, the background investigator will complete a careful review of the information submitted by the applicant. Special

attention is given to such areas as the employment history, education history, residence history, police contacts, drug use/sale, criminal conduct questions and other agencies where the applicant has applied for a law enforcement position. The investigator will be looking for inconsistencies in the information provided. Are there gaps in the applicant's employment history, if so, why? Is the information concerning past residences and education consistent? Did the applicant give detailed information concerning police contacts, investigating agency, the original charge and the disposition? If the applicant applied at other agencies and took a polygraph examination in furtherance of the hiring process, why wasn't he/she hired? There may be a logical answer to all these questions, but then again, there may be issues that the applicant wants to hide.

After the review and making notes concerning missing information, the investigator will arrange for a one-on-one interview. During the interview, the applicant is allowed to review what they have submitted. They are then asked if they would like to make any changes to the written application. Changes are made in red ink and initialed by the applicant. At this point the investigator will go through the application questions one by one and make sure the applicant understood the question and that they are confident with their answer. This is especially important in the areas of police contact, criminal conduct and drug use/sale. As stated earlier, applicants like to place themselves in the best possible light, and it is human nature to want to minimize a bad event in one's life. The investigator will ask for details involved with the police contact or arrest situation. Obviously, it is very beneficial to already have a copy of the police report(s) in your possession prior to asking questions about the events. AZ POST will require a copy of the event/arrest be in file at the time of the audit. In most instances this type of interview preparation and one-on-one dialogue with the applicant will result in a reliable and complete picture of the applicant's qualifications, education, employment history and information about past criminal misconduct. It is often during this interview process the applicant will disclose past criminal misconduct for which law enforcement is unaware or the

criminal act was reported with no known suspect. In many cases it has been discovered that the applicant has committed felonies for which they were never charged.

CASE IN POINT

Recently, an agency conducted a background investigation on a previously certified applicant. The applicant at the time was unemployed, having been terminated from another agency several months earlier. The applicant admitted on her application with her original agency that she had an arrest out of California in 1991. She indicated that the arrest was originally a misdemeanor and she had been acquitted by the court and the matter was expunged from her record. There was no mention as to what criminal act was committed, only that it was a misdemeanor. She indicated on the application that she had never used any drugs in her life. The pre-polygraph interview revealed that her arrest had been for possession of marijuana and that she had been cited and released. She explained that she had been living with another couple and that the other couple had been growing marijuana in the rear yard without her knowledge.

When this applicant applied for the certified position with the new agency she again completed the required AZ POST Personal History Statement and Application for Certification. When asked about prior arrests she indicated that she had never been arrested. In regards to her past education she indicated that she had attended school in San Diego from 1997-99, however, under the question about past residences she failed to show that she had lived in San Diego. It would appear that she was proud of her educational accomplishments, but for some reason did not want to mention that she had ever lived in California.

The background investigator reviewed her employment record at the previous agency, to include the background investigation file. It was noted that she had an arrest which she failed to disclose in the more recent application process. The background investigator obtained a copy of the arrest report from California. He also obtained a copy of the polygraph examination from the previous agency as well as from other agencies where the

See **Standards** Pg. 5

- \$ Once an agency identifies the training they would like to attend, they would submit a form requesting approval and attach the flyer, brochure or other information describing the training, registration costs, any necessary travel costs, and per diem if it is out of town or out of state. Once reviewed and approved the agency will be notified of the approval.
- \$ After the training is completed the agency will have 60 days to submit for reimbursement up to the amount remaining in their allocation account. It is important that agencies submit their receipts as soon as possible so their account can be reconciled and their balance can be accurately reflected. Az POST will track the amounts encumbered for future requests as well as the amounts reimbursed.
- \$ Agency training coordinators should be aware of the commitments they have made using allocation funding and their remaining balance so they won't over-commit and not have a program approved due to a lack of funding.

Allocation funding is a great way to provide training that is not provided through the Az POST training calendar or for those speciality programs that never seem to come to Arizona. We will be presenting this program as part of the budget presentation to the Board at the May meeting. If approved we will ensure all agencies receive a notice as early as possible. You might want to start looking at programs and lining some up that you may want to use these funds for so you can get a head start.

FY 2002/2003 AZ POST BUDGET

At the regular meeting of the Arizona Peace Officer Standards and Training Board on May 22, 2002, the budget for the upcoming fiscal year (2002/2003) was approved. The funding source for the Az POST budget comes from the Peace Officer Training Fund (POTF) which represents 16.64% of the Criminal Justice Enhancement Fund.

CATEGORY	AMOUNT
<i>BASIC TRAINING</i>	<i>2,797,290</i>
<i>STANDARDS & CERTIFICATION</i>	<i>574,828</i>
<i>TRAINING ADMINISTRATION</i>	<i>166,718</i>
<i>POST BASIC TRAINING</i>	<i>127,672</i>
<i>POST IN-SERVICE TRAINING</i>	<i>511,968</i>
<i>POST DISTANCE LEARNING</i>	<i>402,634</i>
<i>POST ADMINISTRATIVE SVCS</i>	<i>244,372</i>
<i>POST OPERATIONS</i>	<i>680,378</i>
<i>POST RESOURCE CENTER</i>	<i>91,464</i>
<i>AGENCY ALLOCATION FUNDING</i>	<i>409,000</i>
<i>SPECIAL PROJECTS</i>	<i>280,000</i>
TOTAL BUDGET	\$6,286,324

applicant had applied. With this information in hand, a one-on-one interview was arranged with the applicant. The investigator went over every question in detail to ensure that the applicant understood each question. Special care was taken in the area regarding past arrests. Every opportunity was afforded the applicant to disclose the arrest information from California. Inconsistencies in her application were brought out, starting with her disclosed past residences. The applicant could not explain how she could have attended college in San Diego from 1997 to 1999 without listing that she had lived there. Her best explanation was that she flew there on a daily basis to attend school, paid for by a boyfriend. At this time she was asked about the arrest that she had failed to disclose. She indicated that it was such an insignificant event in her life that she forgot about it. She explained how her roommates were growing marijuana in the rear yard without her knowledge. This is consistent with what she had disclosed during the pre-polygraph interview with the original employing agency. At this time the background investigator revealed a copy of the arrest report. Her arrest was for possession of a controlled substance, steroids, not marijuana. The applicant was working in a gym at the time, a fact which she failed to disclose on her application.

Needless to say, the applicant in the above case was not hired. However, any background investigator that had looked at the written application on face value, coupled with the fact that the person had already passed a background investigation from another agency and was certified, could easily have missed the information that led to her downfall. The background investigator on the above case did an excellent job of locating discrepancies in the application and preparing for the one-on-one interview.

The bottom line is that applicants with something to hide will voluntarily reveal only what they feel you need to know. In order to determine the truth, the investigator must get beyond the smoke and mirrors presented by the applicant.



AzRCPI staff: (Sergeant) Christel Boeck, Victims Advocacy Grant Administration; (Commander) Kim Humphrey, Executive Director; (Sergeant) Mark Yoshimura, Technical Assistant; Monica Lanning, Program Administrator.

Arizona Regional Community Policing Institute (AZRCPI)

UPDATE

"It takes twenty years to build a reputation and five minutes to ruin it. If you think about that, you'll do things differently." Warren Buffet said this a number of years ago in reference to one's personal integrity. This still rings true, and more than ever, the ethics and integrity of officers and police agencies is being challenged on a regular basis. In Arizona we enjoy an excellent reputation for our professionalism and high ethical standards. This reputation is well deserved and as part of the Arizona Regional Community Policing Institute's on-going work to provide valuable training and technical assistance to law-enforcement, we have developed a seminar entitled, "Sharpening your Ethical Edge: Tactics and Tools."

This one-day line-level course focuses on integrating personal and professional ethics, understanding ethical dilemmas, identifying factors that enhance ethical behaviors and also provides specific decision making tools for officers. Additionally, we continue to offer our 40-hour Leadership Development Course, our Supervisory Development course, a variety of training in the area of domestic violence as well as customized training and technical assistance in the area of community policing. If you or your agency are interested in attending any of our AZ POST certified courses or would like to have our training brought to you, please contact the AZRCPI at 602-223-2514 and ask for Monica Lanning, Program Coordinator.

Arizona POST 2002 Telecourse Schedule

March 28, 2002

Racial Profiling

This program defines what racial profiling is and what it is not. It examines the factors that impact the public's perceptions as well as the difference between the public's and law enforcement's view of the issue.

April 18, 2002

Special Response

This program examines five scenarios which require a special response from law enforcement:
Officer Down, Active Shooter, High Risk Stops, Dealing with the Emotionally Disturbed, and Weapons of Mass Destruction.

May 30, 2002

Encore Presentation of Special Response

This program examines five scenarios which require a special response from law enforcement:
Officer Down, Active Shooter, High Risk Stops, Dealing with the Emotionally Disturbed, and Weapons of Mass Destruction.

July 25, 2002

2002 Legal Update

This program provides information on recent changes in Title 13, Title 28 and other miscellaneous titles relating to law enforcement. In addition, the program will contain information about recent Arizona and U.S. Supreme Court cases.

September 19, 2002

To Be Announced

November 21, 2002

To Be Announced



Board Member Ms. Jan Cross and Attorney General Representative Laura Reckart share a moment during the recent AZ POST Board Meeting in Sierra Vista.

Arizona Peace Officer Standards and Training Board

Meeting Calendar for 2002

Date	Meeting Time	Location
January 2002		
Wednesday, January 23rd	Charging Board Meeting 10:00 am	AZ POST
Wednesday, January 23rd	Regular Board Meeting 1:30 pm	AZ POST
February 2002		
Wednesday, February 20th	Charging Board Meeting 10:00 am	AZ POST
March 2002		
Wednesday, March 20th	Charging Board Meeting 10:00 am	Windemere Hotel, Sierra Vista
Wednesday, March 20th	Regular Board Meeting 1:30 pm	Windemere Hotel, Sierra Vista
April 2002		
Wednesday, April 17th	Charging Board Meeting 10:00 am	AZ POST
May 2002		
Wednesday, May 22nd	Charging Board Meeting 10:00 am	AZ POST
Wednesday, May 22nd	Regular Board Meeting 1:30 pm	AZ POST
June 2002		
Wednesday, June 19th	Charging Board Meeting 10:00 am	AZ POST
July 2002		
Wednesday, July 17th	Charging Board Meeting 10:00 am	Little America Hotel, Flagstaff
Wednesday, July 17th	Regular Board Meeting 1:30 pm	Little America Hotel, Flagstaff
August 2002		
Wednesday, August 21st	Charging Board Meeting 10:00 am	AZ POST
September 2002		
Wednesday, September 25th	Charging Board Meeting 10:00 am	AZ POST
Wednesday, September 25th	Regular Board Meeting 1:30 pm	AZ POST
October 2002		
Wednesday, October 16th	Charging Board Meeting 10:00 am	AZ POST
November 2002		
Wednesday, November 20th	Charging Board Meeting 10:00 am	AZ POST
Wednesday, November 20th	Regular Board Meeting 1:30 pm	AZ POST
December 2002		
Wednesday, December 18th	Charging Board Meeting 10:00 am	AZ POST
